AGENDA ITEM SUMMARY

SPRINGFIELD
CITY COUNCIL

Meeting Date:	9/6/2016
Meeting Type:	Regular Meeting
Staff Contact/Dept.:	Candace Steffen / HR
Staff Phone No:	(541) 736-1002
Estimated Time:	05 Minutes
Council Goals:	Mandate

ITEM TITLE: RATIFICATION OF CONTRACT WITH SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

ACTION REQUESTED: Authorize City Manager to sign ratified collective bargaining agreement with SEIU.

ISSUE STATEMENT: Staff has concluded negotiations with SEIU for a three-year successor labor contract spanning July 1, 2016 – July 30, 2019. The current contract with this bargaining unit expired on June 30, 2016.

ATTACHMENTS: None at this time. Draft contract available in Human Resources or CAO.

DISCUSSION/ FINANCIAL IMPACT: As of July 26, 2016, SEIU membership has ratified the tentative contract settlement. The proposed contract includes changes to compensation and contract language. The new successor contract is within Council guidance and the main provisions are summarized below:

Wages:
- Year One (FY 2017): 0% wage adjustment
- Year Two (FY 2018): 0% wage adjustment
- Year Three (FY 2019): 3% implementation of market study, estimated to be around $230,000

Language Modifications:
- Inserted language defining exempt status positions
- Clarified steps of the grievance process
- Defined use of bereavement leave; included language about bereavement benefit through OFLA
- Included parental leave with leave donation
- Legislative changes regarding same sex spouses in multiple articles

Though we attempted to gain vacation caps with this group, we were unsuccessful. None of the economic incentives were seen as favorable enough to the unit to achieve caps at this time. They were also very resistant to delegating new employees to the Paid Time Off leave program. Revisiting PTO with this unit is very likely during the life of the contract. Once the program has been implemented for non-represented employees, the Union may be more open to utilizing it for their new employees.